

IT Compensation and Classification Workgroup
November 16, 1998
Meeting Minutes

Members present: Ann Genovese, Linda Harber, Pat Jackson, Debbie Mincarelli, Dick Peacock (for Nazeem Reza), Andy Poarch, Bob Weaver (for Rick Pugh), Marcia Webb.

Members absent: Patti Higgins, Jim Peters, Debra Sandy.

Linda Harber, Chair, welcomed members. Members introduced themselves and reviewed this subcommittee's role within the larger Council on Technology Services.

Charge

1. To look at IT compensation & classification issues within state government
2. To develop one or multiple solutions (without re-doing work already completed)
3. To provide feedback to Department of Personnel & Training IT Classification proposal

This workgroup will address concerns of cost, flexibility & legislative relief.

IT Classification & Compensation Efforts

Harber shared materials from other organized efforts:

1. Information Technology Staffing and Compensation Task Force Report, August 1997
2. Information Technology Compensation Plan: A presentation to the State Council of Higher Education for Virginia (SCHEV), September 1997
3. Page from William M. Mercer's 1998/99 Compensation Planning Survey
4. Literature Review from the Corporate Leadership Council's "Beyond the Pay Raise: Retention Tactics for IT Professionals"

In response to questions on the VCU pilot, Harber shared material recently presented at a CUPA National Conference entitled "Innovation and Flexibility with State Bureaucracy: VCU Information Technology Compensation Plan." At this subgroup's next meeting she will follow-up with more technical details from the VCU pilot.

DPT Proposal

(Bob Weaver for Rick Pugh)

Weaver distributed a handout (Salary Review of IT Job Classes)

For the next meeting, Harber asked the workgroup to review this handout and consider the following issues in preparing their feedback on this proposal: Are the classifications appropriate? Is the list comprehensive? What other issues are important to these discussions? What are the advantages/disadvantages of this approach vs. the VCU Pilot?

Action Plan/Next Steps

1. Provide feedback to DPT proposal.
2. Review administrative/streamlining issues (i.e., Secretary approval to fill vacancies, approvals for Internet postings, etc.) and prioritize them for implementation proposal. Mincarelli and Webb agreed to draft these issues for the next meeting.
3. Discuss and prioritize other HR Initiatives (i.e., project pay, recruitment bonus, etc.). Group will develop lists of helpful HR initiatives to bring to the next meeting for review and prioritization.

The next meeting is scheduled for Friday, December 4th at 10:30a.m. in the Lindsey House conference room at 600 W. Franklin Street.

Meeting adjourned.

Respectfully submitted,
Cheri Stickels
VCU Human Resources
11/19/98